

Position Description

Child and Family Practitioner (DFV) – Safe Families

Location:	Morayfield	Reports To:	Team Leader (DFV) - Safe Families
Award:	Social, Community, Home Care and Disability Services Industry Award, Level 5	PD Date:	September 2026

About us

Act for Kids is a prominent provider of prevention, professional therapy and support services for children who have suffered abuse and support for families at risk. With over 30 centres nationally, we have supported thousands of children and their families for more than 30 years. In 2024-2025 we provided services to 37,171 people, including over 21,780 children.

Our unique multidisciplinary teams provide integrated therapy, sexual abuse counselling, safe houses in remote Indigenous communities, information, advice and referral services, intensive family support and preschools designed for children with additional development needs to ensure we set them up for success at school.

About our commitment

- Our vision is that all kids have a safe and happy childhood.
- We are a child safe organisation and all children who come into contact with our services will be provided with a welcoming and safe service.
- We are committed to working with Aboriginal and Torres Strait Islander peoples to design and deliver services that best strengthen our support to their children, families and communities.
- We are dedicated to creating a culture where physical, psychological, and emotional safety is a priority and to actively embed strong health and safety practices in our everyday work.
- We are committed to diversity, equity and inclusion, creating a workplace where everyone belongs and delivering inclusive, culturally safe and affirming services.

About our values

At Act for Kids our exceptional organisational culture is aligned to our values, which guide how we work and interact. You will be part of a *team* that is *professional, ethical, caring, courageous* and *collaborative* and we expect you to demonstrate these behaviours throughout your career with us.

About Cultural Humility

Act for Kids is committed to truth-telling and walking alongside Aboriginal and Torres Strait Islander children, families and communities on a journey of healing, self-determination, and hope. We acknowledge our responsibility to lead with respect, authenticity and cultural humility, creating culturally affirming and safe workplaces. We are committed to the recruitment and retention of First Nations team members and provide opportunities for meaningful connection and cultural peer support. Our [Innovate Reconciliation Action Plan 2025 – 2027](#) sets out our reconciliation vision and the practical actions we are taking.

About the program

The Safe Families program is an innovative pilot working with families presenting with Domestic and Family Violence. The model will use an evidence-informed Common Elements approach to work with the underlying issues and impacts of Domestic and Family Violence and will include outreach and centre-based work with protective and offending parents as well as children and young people through

an ecological empowerment and accountability approach. The approach is highly influenced by the Safe and Together Model however aims to pilot and evaluate different modes of creating safety, change and recovery for all family members impacted by, as well as those responsible for, the violence.

About the position

This position is responsible for delivering a centre-based and outreach model of therapeutic case coordination and intervention to families, caregivers, kids and young people experiencing Domestic and Family Violence within Safe Families program.

Key responsibilities

Use a trauma-informed model to support children and their ecological networks to achieve better outcomes by:

- Completing comprehensive DFV risk assessments and mapping patterns of coercive control to determine current risk and safety plan needs.
- Supporting children and family members to develop and maintain safety plans in conjunction with their safety networks.
- Assessing the impact of Domestic and Family Violence on the child's wellbeing, relationships, skill development and opportunities.
- Assessing the impact of Domestic and Family Violence on adult family members including the person using violence.
- Undertake needs assessments for the purpose of developing case plans and implementing tailored evidence-informed interventions directly to children to cater to individual need.
- Work with the Safe Families Team to provide wrap around support to the child and family.
- Providing psychoeducation to carers and stakeholders.
- Work respectfully with both protective carers and persons responsible for the violence to support safety and wellbeing outcomes for the young person.
- Providing practical assistance to the child, family and carers.
- Coordination of services and support networks using an ecological framework.
- Facilitating social learning, community connectedness, good health and well-being.
- Supporting safety and wellbeing goals.
- Proactively participate in activities including meetings with carers/families and key stakeholders.
- Work collaboratively with other professionals and stakeholders to ensure families goals in relation to safety, skills-building, and recovery are achieved.
- Conducting group activities that support safety, healing and skill-building in adult survivor's and parent/child attachment, healthy relationships and wellbeing with children as well as groups that support behaviour change. Including but not limited to group program founded on:
 - Healthy relationships – Youth Love Bites
 - Youth Parent Violence – Re-New
 - Women's Empowerment Groups
 - Men's Behaviour Change
 - Safe and Together
 - Financial Literacy
 - Shark Cage
- Participate in joint training and professional development opportunities.
- Professionally and ethically represent Act for Kids in the delivery of the Safe Families services.
- Build and maintain partnerships with all partner agencies for the benefit of the service, children and the families.
- Support the program evaluation by collecting evaluation data as required.

General responsibilities

- Work in accordance with all Act for Kids policies, procedures and organisational requirements.
- Demonstrate a strong commitment to child safety, including cultural safety, by prioritising the rights, safety and wellbeing of all children in line with relevant child safe principles, standards and legislation.
- Identify, report and respond to child safeguarding risks in accordance with organisational policies, legal obligations and established risk management practices.
- Comply with work health and safety legislation, policies and procedures, take reasonable care for your own health, safety and wellbeing and that of others, and report hazards, incidents and injuries as soon as practicable.
- Engage actively in regular supervision and the Individual Development Plan (IDP) process, contributing to continuous learning and professional growth.
- Maintain confidentiality and privacy in all matters relating to children, families, team members and organisational information.
- Undertake other duties reasonably requested by your manager, consistent with the responsibilities of the role.
- Contribute as a client and customer-focused, values-based team member who works collaboratively to achieve positive outcomes across Act for Kids.
- Model Act for Kids' values in all workplace interactions by being *professional, ethical, caring, courageous, collaborative* and *team* oriented.

About you

Qualifications

- A tertiary degree in a relevant discipline (allied health, social work, human services).
- Professional registration (if required).
- Membership of a relevant professional association (desirable).
- Safe and Together Training (desired)

Skills and experience

- At least 3 years' experience working with children, young people and their families who have been impacted by trauma or have experienced abuse and neglect, or more than five years' experience working in similar roles.
- Demonstrated specialist skills in working in family and domestic violence particularly working both with parents who use violence, and those experiencing violence.
- Demonstrated specialist skills in child development and/or youth work
- Demonstrated nuanced and intersectional knowledge and understanding of:
 - The drivers, dynamics and impacts of domestic and family violence and the dynamics of gender, power and control.
 - Behavioural change process in relation to domestic and family violence.
 - Complex ways in which children are harmed through experiencing violence, and the tactics of control and abuse of power that they experience.
 - Impact of trauma on child development and family functioning.
 - Child development and assessing functioning and wellbeing of children and young people who have experienced trauma and cumulative harm.
 - Family functioning, parenting and attachment, including assessing family relationships and parenting capacity and functioning.
 - Domestic and Family Violence Protection Act 2012 and Child Protection Act 1999 and Child Protection Reform Amendment Act 2017, Family Law Act 1975 and Domestic and Family Violence Information Sharing Guidelines 2017 and Information Sharing Guidelines 2018.
 - Contemporary issues and challenges in the field of child protection and approaches to enhancing child safety and wellbeing.

- Strong interpersonal skills with the ability to negotiate, problem solve, influence and build relationships.
- Experience in responding to the needs of children who have been subjected to domestic and family violence.
- Interest and ability to work with fathers who use violence using an accountability and strengths-based approach.
- Cultural awareness and an understanding of how to communicate and work effectively with families from different socio-economic and cultural backgrounds, including Aboriginal and Torres Strait Islander people.
- An ability to lead and build a strong, cohesive team in alignment with Act for Kids' values.
- Highly developed communication, problem solving and teamwork skills.
- An ability to manage personal emotions and stress.
- Excellent time management and organisational skills.

Other requirements

- Eligibility for a positive Working with Children Check in the applicable state of employment in Australia or exemption based on professional qualifications and registration.
- Current driver's licence.
- Applicants must be eligible to legally work in Australia and proof of eligibility will be requested.

Other information

Applicants are encouraged to apply even if they do not meet every requirement of the role. When assessing applications, the panel will consider performance and achievements in the context of individual circumstances.

We recognise that career paths are not always linear and that personal circumstances, career interruptions or periods of leave may have influenced work history. This means we will focus on the quality and impact of achievements, alongside experience and qualifications (where required), when assessing suitability for the role.

Act for Kids warmly encourages applications from Aboriginal and/or Torres Strait Islander peoples.